Events - User Stories

1. Constants

- **Goals Interview Interval** = 1 year
- **Professional Interview Interval** = 2 years
- **Professional 6Y Interview Interval** = 6 years
- **Follow-Up Interview Interval** = 4 months
- **Default Goals Campaign Start Date** = 1st October
- **Goals Campaign Inclusion Interval for new Hires** = 1st February to 31st March

2. Goals Interview (EO)

Overview

- A **Goals Interview (EO)** is required **every year**, during a **campaign** period.
- If **no previous EO campaign** exists, the campaign starts on next **1st October**.
- If there **was a previous EO campaign**, the next campaign starts **1 year after the last campaign start date** .
- An employee is **late** if the **last completed EO** was **before the current campaign start date**
- If there is **no ongoing campaign**, the employee is **not late**.
- A **new hire is never late**.
- A new hire participates to the next campaign if his hiring date is between **1st February and 31st March**
- A **new hire** participates in:
    - The **current year's campaign** if hired between **1st February and 31st March**
    - The **next year's campaign** if hired **before 1st February** or **after 31st March**

Scenarios

EO for New Hires

- **Hired 15/02/2024**, current date: **01/10/2024**
    - Participates in **2024 campaign**
    - => **NOT LATE**
    - => EO due **now**
- **Hired 01/01/2024**, current date: **01/10/2024**
    - Participates in **2025 campaign**
    - => **NOT LATE**
    - => EO due in **1 year**
- Hired 01/05/2024, current date: 01/10/2024
    - Participates in **2025 campaign**
    - => **NOT LATE**
    - => EO due in **1 year**

No previous EO campaign

- **Hired 01/02/2023**, no complete EO campaign yet, current date: **01/08/2023**
    - No campaign yet, first one will start **01/10/2023**
    - => **NOT LATE**
    - => EO due in **2 MONTHS**
- **Hired 01/02/2023**, no complete EO campaign yet, current date: **01/12/2023**
    - Ongoing campaign started **01/10/2023**, not terminated yet
    - No EO completed
    - => **LATE**
    - => Late of **2 MONTHS**

Existing previous EO campaign

- Last EO campaign started **01/10/2022**, current date: **01/10/2023**
    - New campaign starts **today (01/10/2023)**
    - => **NOT LATE**
    - => EO due **today**
- Last EO campaign started **01/10/2022**, no EO completed since, current date: **01/12/2023**
    - Current campaign started **01/10/2023**
    - => **LATE**
    - => Late of **2 MONTHS**
- Last EO campaign started **01/10/2023**, EO completed on **01/10/2023**, current date: **01/09/2024**
    - No ongoing campaign yet
    - => **NOT LATE**
    - => Next EO in **1 MONTH**
- Last EO campaign started **01/10/2023**, last EO completed on **01/10/2023**, current date: **01/11/2024**
    - Current campaign started **01/10/2024**
    - => Late of **1 MONTH**
- Last EO campaign started **01/10/2023**, last EO completed on **01/10/2022**, current date: **01/11/2024**
    - Current campaign started **01/10/2024**
    - => Late of **1 MONTH**

3. Professional Interview (EP and EP6)

Overview

- An **EP** must be conducted every **2 years**.
- An **EP6** must be conducted every **6 years**, instead of the **EP**
- An employee is **late for EP** if it has been more than **2 years** since the **last EP completed**.
- A new hire is **late for EP** if it has been more than **2 years** since their **hiring date**.
- An employee is **late for EP6** if it has been more than **6 years** since the **last EP6 completed**.
- A new hire is **late for EP6** if it has been more than **6 years** since their **hiring date**.
- If an **EP6** should take place the same year than an **EP**, then the **EP** is postponed of 2 years.

Scenarios

EP for New Hires

- I was hired the **01/01/2023**, we are the **01/08/2024**
  - => I am **NOT LATE** for EP / EP6
  - => Next EP in **1 YEAR and 5 MONTHS**
  - => Next EP6 in **5 YEARS and 5 MONTHS**
- I was hired the **01/01/2022**, we are the **01/01/2024**
  - => I am **NOT LATE** for EP / EP6
  - => Next EP **TODAY**
  - => Next EP6 in **5 YEARS**
- I was hired the **01/01/2021**, we are the **01/04/2024**
  - => I am **LATE** for EP
  - => I am **NOT LATE** for EP6
  - => Late of **3 MONTHS** for EP
  - => Next EP6 in **4 YEARS and 9 MONTHS**

EP every 2 years

- I completed the previous EP the **01/01/2022**, we are the **31/12/2023**
  - => I am **NOT LATE** for EP / EP6
  - => Next EP in **1 DAY**
  - => Next EP6 in ****4 YEARS**
- I completed the previous EP the **01/01/2022**, we are the **01/01/2024**
  - => I am **NOT LATE** for EP / EP6
  - => Next EP **TODAY**
  - => Next EP6 in **4 YEARS**
- I completed the previous EP the **01/01/2022**, we are the **02/01/2024**
  - => I am **LATE** for EP
  - => I am **NOT LATE** for EP6
  - => Late of **1 DAY** for EP
  - => Next EP6 in **4 YEARS**

EP6 after 6 years

- I was hired the **01/01/2018**, we are the **01/01/2024**
  - => I am **NOT LATE** for EP / EP6
  - => Next EP6 **TODAY**
  - => Next EP in **2 YEARS**
- I was hired the **01/01/2018**, we are the **01/01/2023**
  - => I am **NOT LATE** for EP / EP6
  - => Next EP6 in **1 YEAR**
  - => Next EP in **3 YEARS**
- I was hired the **01/01/2018**, we are the **01/01/2025**
  - => I am **NOT LATE** for EP
  - => I am **LATE** for EP6
  - => Late of **1 YEAR** for EP6
  - => Next EP in **1 YEAR**

4. Follow-Up Interview (ES)

Overview

- An **ES** must be conducted every **4 months**.
- An employee is **ignored** for ES if their **Career Tracking** is `LIGHTWEIGHT` or `RH`.
- If an **EO** is completed, the **next ES** is **postponed by 4 months** from the EO date.
- An employee is **late** if it has been more than 4 months since the **last ES completed**, unless an EO was completed in the meantime.

Scenarios

ES every 4 months

- Last ES on **01/01/2024**, we are **01/05/2024**
  - => I am **NOT LATE**
  - => Next ES **TODAY**
- Last ES on **01/01/2024**, we are **01/06/2024**
  - => I am **LATE**
  - => Late of **1 MONTH**

ES postponed if EO

- Last EO on **01/03/2024**, last ES before that on **01/01/2024**, we are **01/06/2024**
  - => Next ES is **postponed to 01/07/2024**
  - => I am **NOT LATE**
  - => Next ES in **1 MONTH**
- Last EO on **01/03/2024**, no ES since, we are **01/08/2024**
  - => I am **LATE**
  - => Late of **1 MONTH

Lightweight Career Tracks

- My career track is `LIGHTWEIGHT`, we are **any date**
  - => I am **IGNORED** for ES
- My career track is `RH`, we are **any date**
  - => I am **IGNORED** for ES